

EXECUTIVE ORDER NO. 21-04

(Civil Service and Exempt Employees Excluded from Bargaining Units 4, 10, 13 and 14)

WHEREAS, under chapter 89C of the Hawaii Revised Statutes (HRS), the Governor is granted the authority to make adjustments to the wages, hours, benefits, and other terms and conditions of employment for elected and appointed officials, and employees in the executive branch who are excluded from collective bargaining coverage; and

WHEREAS, for excluded employees who are civil service employees under the same classification systems as employees within collective bargaining units, HRS chapter 89C requires that the adjustments be “not less than” those provided under the collective bargaining agreements for employees hired on a comparable basis; and

WHEREAS, HRS chapter 89C also requires that the adjustments for excluded civil service employees result in compensation and benefit packages that are “at least equal to” the compensation and benefit packages provided under collective bargaining agreements for counterparts and subordinates within the Employer’s jurisdiction; and

WHEREAS, HRS chapter 89C provides that each appropriate authority shall determine the adjustments that are relevant for their respective excluded employees who are exempt from civil service in consideration of the compensation and benefit packages provided for other employees in comparable agencies; and

WHEREAS, the State, Judiciary, Hawaii Health Systems Corporation, City and County of Honolulu, and counties of Hawai’i, Maui and Kauai have entered into tentative agreements with the Hawaii Government Employees Association (HGEA), as the exclusive representative of Bargaining Units (BUs) 4 and 13 for the collective

bargaining agreement covering July 1, 2021 through June 30, 2023; and which terms and conditions have been accepted and ratified by the respective bargaining units; and

WHEREAS, the State, Judiciary, Hawaii Health Systems Corporation, City and County of Honolulu have entered into tentative agreements with the United Public Workers (UPW), as the exclusive representative for Bargaining Unit (BU) 10 for the collective bargaining agreement covering July 1, 2021 through June 30, 2023; and which terms and conditions have been accepted and ratified by the respective bargaining unit; and

WHEREAS, the State has entered into tentative agreements with the Hawaii Government Employees Association (HGEA), as the exclusive representative for BU 14 for the collective bargaining agreement covering July 1, 2021 through June 30, 2023; and which terms and conditions have been accepted and ratified by the respective bargaining unit; and

WHEREAS, consistent with the agreed-upon terms and conditions, the Director of Human Resources Development has recommended to the Governor the adjustments specified in this executive order for civil service and exempt employees within the executive branch who are excluded from BUs 4, 10, 13, and 14.

NOW, THEREFORE, I, David Y. Ige, Governor of Hawai'i, pursuant to my executive authority under articles V and VII of the Constitution of the State of Hawai'i, the provisions of chapters 37 and 89C of the Hawaii Revised Statutes, and all other applicable authority, do hereby order effective July 1, 2021 through June 30, 2023, the following for civil service and exempt employees excluded from BUs 4, 10, 13, and 14;

Excluded Managerial Compensation Plan (EMCP) employees excluded from BUs 4, 13, and 14; and elected and appointed officials.

A. Wages/Salaries

1. Adjustments for non-EMCP civil service and exempt employees excluded from BU 4 (Attachment A).
2. Adjustments for non-EMCP civil service and exempt employees excluded from BU 10 (Attachment B).
3. Adjustments for non-EMCP civil service and exempt employees excluded from BU 13 (Attachment C).
4. Adjustments for non-EMCP civil service and exempt employees excluded from BU 14 (Attachment D).
5. Adjustments for EMCP employees excluded from BUs 4, 13, and 14 (Attachment E).

B. Hawai'i Employer-Union Health Benefits Trust

This adjustment is applicable to civil service and exempt employees excluded from BUs 4, 10, 13, and 14; EMCP employees excluded from BUs 4, 13, and 14; and elected and appointed officials (Attachment F).

C. Duration – Reopener

1. Adjustments for non-EMCP civil service and exempt employees excluded from BU 4, and EMCP employees excluded from BU 4 (Attachment G).
2. Adjustments for non-EMCP civil service and exempt employees excluded from BU 10 (Attachment H).
3. Adjustments for non-EMCP civil service and exempt employees excluded from BU 13, and EMCP employees excluded from BU 13 (Attachment I).
4. Adjustments for non-EMCP civil service and exempt employees excluded from BU 14, and EMCP employees excluded from BU 14 (Attachment J).

IT IS FURTHER ORDERED that this executive order does not apply to:

(1) employees of public charter schools, the Department of Education and the University

of Hawai'i; (2) 89-day non-civil service appointments and exempt appointments less than or equal to 89 days; and (3) those executive branch employees whom I later determine shall not receive the aforementioned adjustments; and

IT IS FURTHER ORDERED that this executive order is not intended to create, and does not create, any rights or benefits, whether substantive or procedural, or enforceable at law or in equity, against the State of Hawai'i or its agencies, departments, entities, employees, or any other person; and

IT IS FURTHER ORDERED that these provisions are subject to amendment by executive order.

The Director of Human Resources Development shall be responsible for the uniform administration of this executive order and is authorized to make any interpretations concerning the applicability of these adjustments to the employees of the State government executive branch who are excluded from collective bargaining coverage.

DONE at the State Capitol, Honolulu,
State of Hawai'i, this 8th day of
July, 2021.



DAVID Y. IGE
Governor

APPROVED AS TO FORM:



CLARE E. CONNORS
Attorney General

This adjustment is applicable to non-EMCP civil service and exempt employees excluded from BU 4.

Attachment A

Bargaining Unit 04
TENTATIVE AGREEMENT
Employer PJW
Union RP
Date 5/18/21

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18

ARTICLE 51 – SALARIES

Delete existing language in its entirety and replace with the following:

A. The salary schedule in effect on June 30, 2021 shall be designated as Exhibit A.

B. Salary Schedule

1. The salary schedule designated as Exhibit A shall be effective for the period July 1, 2021 to and including June 30, 2022.

2. Following B.1 above, Employees shall be placed on the corresponding pay range and step of Exhibit A.

3. Employees not administratively assigned to the salary schedule shall continue to receive their June 30, 2021 basic rate of pay for the period July 1, 2021 to and including June 30, 2022.

Signature: *Ryker J. Wada*
Email: ryker.wada@hawaii.gov

This adjustment is applicable to non-EMCP civil service and exempt employees excluded from BU 10.

Bargaining Unit 10
TENTATIVE AGREEMENT
Employer KJW
Union ELU
Date 5/21/21

1 *Delete existing language in its entirety and replace with the following:*

2

3 **SECTION 23. WAGES.**

4

5 **23.01 PREFIX DESIGNATION.**

6 The pay grades of Institutional, Health and Correctional salary
7 schedules shall have a prefix designation of AM, CO and HE and
8 designated on three (3) separate salary schedules.

9

10 **23.02 SALARY SCHEDULE.**

11

12 **23.02 a.** Effective July 1, 2021 to June 30, 2022, the Institutional, Health and
13 Correctional salary schedules in effect on June 30, 2021 shall be
14 designated as Exhibit A, Exhibit B, and Exhibit C. Employees shall
15 be assigned from their existing pay range and step to the
16 corresponding pay range and step in Exhibit A, Exhibit B, or Exhibit
17 C.

18

19 Effective July 1, 2021 to June 30, 2022, Employees not
20 administratively assigned to the salary schedule shall continue to
21 receive their June 30, 2021 basic rate of pay.

22

22 **23.03 DEVELOPMENTAL CAREER PLAN (DCP)**

23 There shall be no DCP movements from July 1, 2021 to and
24 including June 30, 2022.

Signature: *Ryker J. Wada*

Email: ryker.wada@hawaii.gov

Bargaining Unit 13
TENTATIVE AGREEMENT
Employer KJW
Union UP
Date 5/18/21

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21

ARTICLE 51 – SALARIES

Delete existing language in its entirety and replace with the following:

A. The salary schedule in effect on June 30, 2021 shall be designated as Exhibit A.

B. Salary Schedule

1. The salary schedule designated as Exhibit A shall be effective for the period July 1, 2021 to and including June 30, 2022.

2. Following B.1 above, Employees shall be placed on the corresponding pay range and step of Exhibit A.

3. Employees not administratively assigned to the salary schedule shall continue to receive their June 30, 2021 basic rate of pay for the period July 1, 2021 to and including June 30, 2022.

C. There shall be no step movements from July 1, 2021 to and including June 30, 2022.

Signature: *Ryker J. Wada*

Email: ryker.wada@hawaii.gov

Bargaining Unit 14
TENTATIVE AGREEMENT
Employer HJW
Union OP
Date 5/18/21

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21

ARTICLE 50 – SALARIES

Delete existing language in its entirety and replace with the following:

A. The salary schedule in effect on June 30, 2021 shall be designated as Exhibit A.

B. Salary Schedule

1. The salary schedule designated as Exhibit A shall be effective for the period July 1, 2021 to and including June 30, 2022.

2. Following B.1 above, Employees shall be placed on the corresponding pay range and step of Exhibit A.

3. Employees not administratively assigned to the salary schedule shall continue to receive their June 30, 2021 basic rate of pay for the period July 1, 2021 to and including June 30, 2022.

C. There shall be no step movements from July 1, 2021 to and including June 30, 2022.

Signature: *Ryker J. Wada*
Email: ryker.wada@hawaii.gov

SALARIES

Applicable to EMCP employees excluded from BUs 4 and 14

The salary schedule in effect on June 30, 2021 shall continue to be in effect through June 30, 2022 and shall be designated as Exhibit 1. Employees shall continue to receive their existing pay from July 1, 2021 through June 30, 2022.

Applicable to EMCP employees excluded from BU 13

The salary schedules in effect on June 30, 2021 shall continue to be in effect through June 30, 2022 and shall be designated as Exhibit 1, and Exhibit 2 – Licensed Health Care Professionals (LHCP). Employees shall continue to receive their existing pay from July 1, 2021 through June 30, 2022.

This adjustment is applicable to non-EMCP civil service and exempt employees excluded from BUs 4, 10, 13, and 14; EMCP employees excluded from BUs 4, 13, and 14; and elected and appointed officials.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

HAWAI'I EMPLOYER-UNION HEALTH BENEFITS TRUST FUND

Delete the existing language in this Article in its entirety and replace with the following:

A. "Health Benefit Plan" shall mean the medical PPO, HMO, prescription drug, dental, vision and dual coverage medical plans.

B. Effective July 1, 2021

Subject to the applicable provisions of Chapter 87A and 89, Hawaii Revised Statutes, the Employer shall pay monthly contributions which include the cost of any Hawaii Employer-Union Health Benefits Trust Fund (Trust Fund) administrative fees to the Trust Fund effective July 1, 2021, not to exceed the monthly contribution amounts as specified below:

1. For each Employee-Beneficiary with no dependent-beneficiaries enrolled in the following Trust Fund health benefit plans:

BENEFIT PLAN	TOTAL EMPLOYER MONTHLY CONTRIBUTION
a. <u>Medical (PPO or HMO) (medical, drug & chiro)</u>	<u>\$428.78</u>
b. <u>Dental</u>	<u>\$ 22.14</u>
c. <u>Vision</u>	<u>\$ 3.68</u>
d. <u>Dual coverage (medical & drug)</u>	<u>\$ 22.74</u>

The Employer shall pay the same monthly contribution for each member enrolled in a self only medical plan (PPO or HMO), regardless of which plan is chosen; provided that the dollar amount contributed by the

1 Employer shall not cause the employer share to exceed 84.3% of the total
2 premium.

3
4 **2. For each Employee-Beneficiary with one dependent-beneficiary**
5 **enrolled in the following Trust Fund health benefit plans:**

<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER MONTHLY</u>
	<u>CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical, drug & chiro)</u>	<u>\$1,041.40</u>
b. <u>Dental</u>	<u>\$ 44.28</u>
c. <u>Vision</u>	<u>\$ 6.84</u>
d. <u>Dual coverage (medical & drug)</u>	<u>\$ 42.90</u>

13
14 **The Employer shall pay the same monthly contribution for each member**
15 **enrolled in a two-party medical plan (PPO or HMO), regardless of which plan is**
16 **chosen; provided that the dollar amount contributed by the Employer shall not**
17 **cause the employer share to exceed 84.3% of the total premium.**

18
19 **3. For each Employee-Beneficiary with two or more dependent-**
20 **beneficiaries enrolled in the following Trust Fund health benefit plans:**

<u>BENEFIT PLAN</u>	<u>TOTAL EMPLOYER MONTHLY</u>
	<u>CONTRIBUTION</u>
a. <u>Medical (PPO or HMO) (medical, drug & chiro)</u>	<u>\$1,327.70</u>
b. <u>Dental</u>	<u>\$ 72.78</u>
c. <u>Vision</u>	<u>\$ 8.94</u>
d. <u>Dual coverage (medical & drug)</u>	<u>\$ 46.72</u>

1 The Employer shall pay the same monthly contribution for each member
2 enrolled in a family medical plan (PPO or HMO), regardless of which plan is
3 chosen; provided that the dollar amount contributed by the Employer shall not
4 cause the employer share to exceed 84.3% of the total premium.

5
6 4. For each Employee-Beneficiary enrolled in the Trust Fund group
7 life insurance plan, the Employer shall pay \$4.12 per month which reflects one
8 hundred percent (100%) of the monthly premium and any administrative fees.

9
10 C. Effective July 1, 2022

11
12 Subject to the applicable provisions of Chapter 87A and 89, Hawaii Revised
13 Statutes, effective July 1, 2022 for plan year 2022-2023, with the exception of
14 items C1d., C2d., C3d., and C4., which shall be as described below, the Employer
15 shall pay a specific dollar amount equivalent to sixty percent (60%) of the final
16 premium rates established by the Trust Fund Board for the respective health
17 benefit plan, plus sixty percent (60%) of any administrative fees.

18
19 1. The amounts paid by the Employer shall be based on the plan year
20 2022-2023 final monthly premium rates established by the Trust Fund for each
21 Employee-Beneficiary with no dependent-beneficiaries enrolled in the following
22 Trust Fund health benefit plans:

23
24 BENEFIT PLAN

25 a. Dental

26 b. Vision

27 c. Dual coverage (medical & drug)

28

1 d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall
2 pay the same monthly contribution for each member enrolled in a self only
3 medical plan, regardless of which plan is chosen. The amount shall be based on
4 60% of the total premium of the HMSA 80-20 medical plan (with drug & chiro),
5 provided that the dollar amount contributed by the Employer shall not cause the
6 employer share to exceed 84.3% of the total premium.

7
8 2. The amounts paid by the Employer shall be based on the plan year
9 2022-2023 final monthly premium rates established by the Trust Fund for each
10 Employee-Beneficiary with one dependent-beneficiary enrolled in the following
11 Trust Fund health benefit plans:

12
13 BENEFIT PLAN

14
15 a. Dental

16 b. Vision

17 c. Dual coverage (medical & drug)

18
19 d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall
20 pay the same monthly contribution for each member enrolled in a two-party
21 medical plan, regardless of which plan is chosen. The amount shall be based on
22 60% of the total premium of the HMSA 80-20 medical plan (with drug & chiro),
23 provided that the dollar amount contributed by the Employer shall not cause the
24 employer share to exceed 84.3% of the total premium.

25
26 3. The amounts paid by the Employer shall be based on the plan year
27 2022-2023 final monthly premium rates established by the Trust Fund for each

1 Employee-Beneficiary with two or more dependent-beneficiaries enrolled in the
2 following Trust Fund health benefit plans:

3
4 BENEFIT PLAN

5
6 a. Dental

7 b. Vision

8 c. Dual coverage (medical & drug)

9
10 d. Medical (PPO or HMO) (medical, drug & chiro) - the Employer shall
11 pay the same monthly contribution for each member enrolled in a family medical
12 plan, regardless of which plan is chosen. The amount shall be based on 60% of
13 the total premium of the HMSA 80-20 medical plan (with drug & chiro), provided
14 that the dollar amount contributed by the Employer shall not cause the employer
15 share to exceed 84.3% of the total premium.

16
17 4. For each Employee-Beneficiary enrolled in the Trust Fund group life
18 insurance plan, the Employer shall pay one hundred percent (100%) of the
19 monthly premium and any administrative fees.

20
21 D. No later than three (3) weeks after the Trust Fund Board formally
22 establishes and adopts the final premium rates for Fiscal Year 2022 – 2023, the
23 Office of Collective Bargaining shall distribute the final calculation of the
24 Employers' monthly contribution amounts for each health benefit plan.

25
26 E. Payment for Plans Eliminated or Abolished. The Employer shall
27 make no payments for any and all premiums for any portion or part of a Trust
28 Fund health benefit plan that the Trust Fund Board eliminates or abolishes.

Signature: *Ryker J. Wada*

Email: ryker.wada@hawaii.gov

1 **F. Rounding Employer's Monthly Contribution. Whenever the**
2 **Employer's monthly contribution (premium plus administrative fee) to the Trust**
3 **Fund is less than one hundred percent (100%) of the monthly premium amount,**
4 **such monthly contribution shall be rounded to the nearest cent as provided**
5 **below:**

6
7 **1. When rounding to the nearest cent results in an even amount,**
8 **such even amount shall be the Employer's monthly contribution. For example:**

9
10 **(a) \$11.397 = \$11.40 = \$11.40 (Employer's monthly contribution)**

11 **(b) \$11.382 = \$11.38 = \$11.38 (Employer's monthly contribution)**

12
13 **2. When rounding to the nearest cent results in an odd amount,**
14 **round to the lower even cent, and such even amount shall be the Employer's**
15 **monthly contribution. For example:**

16 **(a) \$11.392 = \$11.39 = \$11.38 (Employer's monthly contribution)**

17 **(b) \$11.386 = \$11.39 = \$11.38 (Employer's monthly contribution)**

18
19
20 **All employer contributions effective July 1, 2021 reflect the rounding**
21 **described in item F. Employer contributions effective July 1, 2022 shall be**
22 **rounded as described in item F. after the Trust Fund Board formally establishes**
23 **and adopts the final premium rates for Fiscal Year 2022-2023.**

24
25 **G. If an agreement covering periods beyond the term of this Agreement is**
26 **not executed by June 30, 2023, Employer contributions to the Trust Fund shall be**
27 **the same monthly contribution amounts paid in plan year 2022-2023 for the**
28 **Health Benefit Plan approved by the Trust Fund including any monthly**
29 **administrative fees.**

This adjustment is applicable to non-EMCP civil service and exempt employees excluded from BU 4, and EMCP employees excluded from BU 4.

Bargaining Unit 04
TENTATIVE AGREEMENT
Employer FJW
Union RP
Date 5/18/21

ARTICLE 54 – DURATION

The Unit 04 Agreement shall be effective July 1, 20~~19~~21 and shall remain in full force and effect to and including June 30, 20~~21~~23. During the term of this Agreement, and not less than ninety (90) days before the beginning of the 2022 legislative session, the parties shall meet to continue bargaining in good faith on Article 51 – Salaries or other compensation in lieu of salaries or as a portion of salaries. This section(s) shall be negotiated pursuant to Section 89-10, HRS and Section 89-11, HRS.

In the event the parties reach agreement on Article 51 – Salaries or other compensation in lieu of salaries or as a portion of salaries, such amendment(s) shall be effective no earlier than July 1, 2022, and shall remain in effect to and including June 30, 2023. The entire Unit 04 Agreement shall be [It shall be] renewed thereafter in accordance with statutes unless either party hereto gives written notice to the other party of its desire to modify, amend, or terminate the Unit 04 Agreement.

Notices and proposals shall be in writing and shall be presented to the other party between June 15 and June 30, 20~~20~~22. When the notice is given, negotiations for a new Unit 04 Agreement shall commence on a mutually agreeable date following the exchange of written proposals.

Signature: *Ryker J. Wada*

Email: ryker.wada@hawaii.gov

This adjustment is applicable to non-EMCP civil service and exempt employees excluded from BU 10.

Bargaining Unit 10
TENTATIVE AGREEMENT
Employer KJW
Union ECU
Date 5/21/21

1 **SECTION 68. DURATION.**

2
3 **68.01 EFFECTIVE DATES.**

4 The Unit 10 Agreement shall be effective July 1, [2017] 2021 and shall
5 remain in effect to and including June 30, [2024] 2023. During the term of
6 this Agreement, and not less than ninety (90) days before the
7 beginning of the 2022 legislative session, the parties shall meet to
8 continue bargaining in good faith on [the equivalent of step movement
9 and Employer's contribution to EUTF.] Section 23 – Wages or other
10 compensation in lieu of wages or as a portion of wages. This section
11 shall be negotiated pursuant to Section 89-10, HRS and Section 89-11,
12 HRS.

13
14 In the event the parties reach agreement on [the equivalent of step
15 movement and/or the Employer's contribution to EUTF] Section 23 –
16 Wages or other compensation in lieu of wages or as a portion of
17 wages, such [amended section(s)] amendment shall be effective no
18 earlier than July 1, 2022, and shall remain in effect to and including
19 June 30, 2023. The entire Unit 10 Agreement shall be renewed thereafter
20 in accordance with statutes unless either party hereto gives written notice
21 to the other party of its desire to modify, amend, or terminate the Unit 10
22 Agreement.

23
24 **68.02 NOTICES AND PROPOSALS.**

25 Notices and proposals shall be in writing and shall be presented to the
26 other party between June 15 and June 30, [2020] 2022. When the notice
27 is given, negotiations for a new Unit 10 Agreement shall commence on a
28 mutually agreeable date following the exchange of written proposals.
29

1 **68.03** [~~In the context of Chapter 89-1 and the possibility of significant changes~~
2 ~~that may impact Chapter 89-4, Payroll Deductions and other provisions of~~
3 ~~Chapter 89, the Employer and Union shall engage in a dialogue and as~~
4 ~~appropriate negotiations to promote harmonious and cooperative relations~~
5 ~~in order to protect the public by assuring effective and orderly operations~~
6 ~~of government.;~~ **RESERVED.**

Signature: *Ryker J. Wada*

Email: ryker.wada@hawaii.gov

This adjustment is applicable to non-EMCP civil service and exempt employees excluded from BU 14, and EMCP employees excluded from BU 14.

Bargaining Unit 14
TENTATIVE AGREEMENT
Employer RJW
Union PP
Date 5/18/21

ARTICLE 55 – DURATION

The Unit 14 Agreement shall be effective July 1, 20~~19~~21 and shall remain in full force and effect to and including June 30, 20~~21~~23. During the term of this Agreement, and not less than ninety (90) days before the beginning of the 2022 legislative session, the parties shall meet to continue bargaining in good faith on Article 50 – Salaries or other compensation in lieu of salaries or as a portion of salaries. This section(s) shall be negotiated pursuant to Section 89-10, HRS and Section 89-11, HRS.

In the event the parties reach agreement on Article 50 – Salaries or other compensation in lieu of salaries or as a portion of salaries, such amendment(s) shall be effective no earlier than July 1, 2022, and shall remain in effect to and including June 30, 2023. The entire Unit 14 Agreement shall be ~~[It shall be]~~ renewed thereafter in accordance with statutes unless either party hereto gives written notice to the other party of its desire to modify, amend, or terminate the Unit 14 Agreement.

Notices and proposals shall be in writing and shall be presented to the other party between June 15 and June 30, 20~~20~~22. When the notice is given, negotiations for a new Unit 14 Agreement shall commence on a mutually agreeable date following the exchange of written proposals.

Signature: *Ryker J. Wada*

Email: ryker.wada@hawaii.gov

State of Hawaii
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
SALARY SCHEDULE

Effective Date: 07/01/2020

Bargaining Unit: 30, 31, 32, 35, 37 Excluded Managerial

		Min	Max			Min	Max
EM 01	Annual	78,948	131,376	EM 07	Annual	105,792	176,076
	Monthly	6,579	10,948		Monthly	8,816	14,673
	8 hour	303.68	505.28		8 hour	406.88	677.20
	Hourly	37.96	63.16		Hourly	50.86	84.65
EM 02	Annual	82,848	137,988	EM 08	Annual	111,072	184,908
	Monthly	6,904	11,499		Monthly	9,256	15,409
	8 hour	318.64	530.72		8 hour	427.20	711.20
	Hourly	39.83	66.34		Hourly	53.40	88.90
EM 03	Annual	87,036	144,864	ES 01	Annual	114,432	190,440
	Monthly	7,253	12,072		Monthly	9,536	15,870
	8 hour	334.72	557.20		8 hour	440.16	732.48
	Hourly	41.84	69.65		Hourly	55.02	91.56
EM 04	Annual	91,392	152,088	ES 02	Annual	117,852	196,116
	Monthly	7,616	12,674		Monthly	9,821	16,343
	8 hour	351.52	584.96		8 hour	453.28	754.32
	Hourly	43.94	73.12		Hourly	56.66	94.29
EM 05	Annual	95,988	159,708	ES 03	Annual	121,416	202,032
	Monthly	7,999	13,309		Monthly	10,118	16,836
	8 hour	369.20	614.24		8 hour	466.96	777.04
	Hourly	46.15	76.78		Hourly	58.37	97.13
EM 06	Annual	100,740	166,500				
	Monthly	8,395	13,875				
	8 hour	387.44	640.40				
	Hourly	48.43	80.05				

State of Hawaii
 DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
 LICENSED HEALTH CARE PROFESSIONAL SALARY SCHEDULE

Effective Date: 07/01/2020

Bargaining Unit: 13 Professional and Scientific Employees
 35 Excluded Managerial Compensation Plan

Zone A - Clinical Psychologist

		Min	Max
LHA1	Annual	67,200	167,220
	Monthly	5,600	13,935
	8 hour	258.48	643.12
	Hourly	32.31	80.39
LHA2	Annual	75,588	167,220
	Monthly	6,299	13,935
	8 hour	290.72	643.12
	Hourly	36.34	80.39

Zone B - Dentist

		Min	Max
LHB1	Annual	86,148	242,364
	Monthly	7,179	20,197
	8 hour	331.36	932.16
	Hourly	41.42	116.52
LHB2 (EMCP)	Annual	99,072	242,364
	Monthly	8,256	20,197
	8 hour	381.04	932.16
	Hourly	47.63	116.52

Zone C - Physician

Physician (excluding Psychiatrist)

LHC1	Annual	116,220	326,988
	Monthly	9,685	27,249
	8 hour	447.04	1,257.68
	Hourly	55.88	157.21
LHC2 (EMCP)	Annual	133,656	326,988
	Monthly	11,138	27,249
	8 hour	514.08	1,257.68
	Hourly	64.26	157.21

Physician (Psychiatrist) - Exempt from Civil Service

LHC3	Annual	199,884	326,988
	Monthly	16,657	27,249
	8 hour	768.80	1,257.68
	Hourly	96.10	157.21
LHC4	Annual	229,872	326,988
	Monthly	19,156	27,249
	8 hour	884.16	1,257.68
	Hourly	110.52	157.21